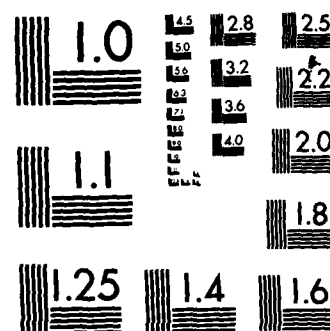


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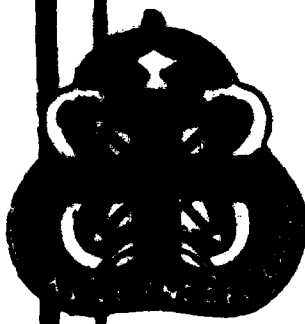
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BATTLE STRESS SURVEY

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Executive Summary
Report #85-001A

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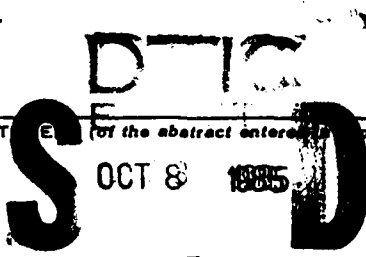
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20. ABSTRACT (Continue on reverse side if necessary and identify by block number) Cohesion is best described as a multi-faced construct. Specific survey instruments are required to assess morale and cohesion. A battery of instruments, targeted at different unit levels, is required to assess these multi-faceted constructs. Multi-dimensional interpretations are required in assessing unit morale and cohesion. Assessments of unit morale and cohesion should be part of a unit preparedness and prevention program.		

BATTLE STRESS SURVEY

Critical discussions of cohesion and morale have demonstrated their importance in providing resistance against combat stress reactions. Cohesion is best described as a multi-faceted construct. Military unit cohesion is composed of the following elements: (1) horizontal bonding (among peers), (2) vertical bonding (between leaders and followers), (3) confidence (in self, in peers, in weapons and equipment, in leaders, in supporting units, in nation), (4) commitment to legitimate goals of unit, (5) morale, and (6) command climate. The individual soldier's level of morale is affected by: (1) unit cohesiveness, (2) confidence in commanders, (3) confidence in weapons and in oneself as a soldier, and (4) perceived legitimacy of the war (or military operation). These constructs are in turn affected by time, experience, training, and the tactical situation.

The objectives of this study were to: (1) conduct literature searches to determine relevant reports and articles on cohesion, morale, and organizational factors. (2) Conduct a workshop to assess: (a) what elements are involved in the development of cohesion, (b) what research was being done on developing battle stress and organizational surveys, and (c) what were the needs of commanders. (3) Consult with units engaged in combat training missions. (4) Conduct symposia at the American Psychological Association convention and at the Psychology in the Department of Defense Symposium. (5) Develop and analyze a survey instrument for assessing cohesion and organizational factors.

The Third Users' Workshop on Combat Stress focused on cohesion. The multi-faceted aspects of cohesion were discussed. The effects of time, experience, training, and tactical situation were also examined (Mangelsdorff, King, and O'Brien, 1983). Consultations with the mental health personnel at Fort Carson (Mangelsdorff, King, and O'Brien, 1985a) and at Fort Hood (Mangelsdorff,

King, and O'Brien, 1985b) were conducted to analyze and interpret the findings of their surveys to assess unit morale and cohesion. Symposia were conducted at the Psychology in the Department of Defense Symposium (Mangelsdorff, King, and O'Brien, 1984) and at the American Psychological Association convention (Mangelsdorff and King, 1984). Discussions focused on the overlap between the problems and available solutions.

Specific survey instruments are required to assess morale and cohesion. A battery of instruments, targeted at different unit levels, is required to assess these multi-faceted constructs. Multi-dimensional interpretations are required in assessing unit morale and cohesion. The instruments suited for inclusion in an assessment battery include: the General Well Being Scale, the Command Climate survey, the Company Perceptions questionnaire, the E1-E4 Squad/Platoon Perceptions survey, the Army Satisfaction Inventory.

Feedback of survey findings to commanders and to individual personnel should be conducted by qualified personnel. Commanders should receive timely reports to assess potential problem areas and allow for changes. Assessments of unit morale and cohesion should be part of a unit preparedness and prevention program.

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